

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: Byram Township County: Monmouth

Employee Organization: Sussex County PBA Local 138 Employees in Unit: 14

Base Year Contract Term: 1/1/2009 12/31/2012 New Contract Term 1/1/2013 12/31/2015

Type of Settlement: ☒ Arbitrator's Award ☐ Fact-Finder Recommendation ☐ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)		
	Column A	Column B	Column C	Column D	
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	
Section III: Economic - Costs inside base salary					
Salary	\$1,590,051		\$1,470,849		
Increment	\$1,500	N/A	\$1,500	N/A	
Longevity	\$49,834		\$42,775		
Section IV: Additional Costs					
List economic items: indicate either inside or outside base salary as agreed to between the parties.					
Item Description					
Item 1	College Credit	\$8,514	\$7,282		
Item 2	Uniform Allowance	\$11,500	\$12,375		
Item 3					
Item 4					
Item 5					
Item 6					
Item 7					
Item 8					
Item 9					
Any additional items list on separate sheet Additional Items					
Section V: Totals - Sum of costs in each column	\$1,661,399		\$1,534,781		
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)	

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement)	\$1,661,399					
Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015			
Percent Increase	1.25	1.50	2.00			
Actual dollar increase	\$0	\$22,063	\$29,858			
Total Economic Costs (successor agreement)	\$0	\$0	\$0			

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)	1.58
Dollar Impact (average per year over term of agreement)	\$17,307

Section VIII

Medical Costs	Base Year	Year 1				
Cost of Health Plan	\$344,940	\$323,580				
Employee Contributions	\$166,147	\$422,433				
Prescription	\$125,688	\$115,860				
Dental	\$33,454	\$33,002				
Vision						

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Marie J. Kenia Title: Chief Financial Officer

Marie J. Kenia Print Name

Signature Date: 10/10/2013